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12. He should not be compelled to seek outside employment, or income from investments, or to depend upon the efforts of members of his family, to enable him to secure a living.

13. At the same time, it should be recognized that a small amount of outside work in the line of his profession is desirable, not as a necessity to supplement his living wage, but as a means of improving, or maintaining his knowledge of the subject which he is teaching.

14. When it becomes necessary to seek outside employment for the sake of the remuneration, then the choice of occupation is usually limited and the educator may be deprived of the experience which is needed in his educational work.

15. Salaries should be expressed in terms of purchasing power. Provision should be made whereby any reduction in the purchasing power of the dollar is met by an immediate and adequate increase in salaries as expressed in dollars.

16. A living wage for an engineering educator should be adequate not merely to furnish the absolute necessities of life, food, clothing, and shelter, but also to cover proper contributions to charities and to altruistic efforts, to provide some simple pleasures and to enable the educator to set aside a small sum, at least 20 per cent., for the contingencies of sickness or old age. Any amount less than this can not be considered as a fair recompense for the time given to the work.

17. It is opposed to sound public policy for an engineering educator to seek or accept a salary less than a living wage or below that paid for similar work. Even though a man may have another source of income or, being unmarried, may be able to exist on a smaller income, yet the acceptance of a less wage, for any such reason, tends to lower the proper compensation to other educators.

18. It is a menace to public welfare, and to the engineering profession for the teaching staff of the engineering colleges to consist of underpaid, incompetent educators.

COLLEGE AND UNIVERSITY SALARIES.—*School and Society* for October 30 contains an interesting tabulation of salaries of university and college teachers for 1919-20, by a representative of the Russell Sage Foundation. A comparison with public school salaries leads the writer to the conclusion that "college teachers have suffered more than most groups as a result of the war, and in particular they indicate that in point of financial reward the profession of the public school teacher has reached a position in which it will compete with that of college teaching."